

Resident Training Program in the Hospital Authority

(For 2025/26 Intake updated as at December 2024)



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Background

The practice of medicine in the Hospital Authority (HA) is organized on a specialty basis and requires the services of competent and qualified specialists. The HA provides the training ground with an aim to train sufficient specialists for the organization, while recognizing the need to meet the demand for specialists in the community.

The Hong Kong Academy of Medicine (HKAM) has set out the specialist qualification examination requirements for the medical profession in Hong Kong. Most of the Resident positions in the HA are accredited as being able to provide the specialist trainee with the required training and experience.

The Resident Training Program in the HA has been drawn up to provide continuing postgraduate training opportunities for medical graduates with respect to the needs of the community and the interests of the medical profession. To achieve this end, the contract arrangements for specialist trainees are devised with a view to facilitating the completion of training requirements set by the specialty college concerned, allowing reasonable time required for the majority of trainees to attain the specialist qualification and at the same time balancing against the chance of jeopardizing training opportunities for new medical graduates.

Specialist Training Programs of Various Specialties

Specialist training programs of the various specialties are designed by the respective Colleges of the HKAM. The regular training period consists of 6 or more years, divided into 2 to 4 years for basic training and 2 to 5 years for higher training after internship.

A brief introduction of the specialist training program of individual specialties is given below. Some specialties, e.g. Pathology, Radiology, Anaesthesiology, Emergency Medicine and Obstetrics & Gynaecology, etc. recognize and require their trainees to take up elective training in other specialties. Period of elective training is catered for during the training contract.

For details of the specialist training program structure and recognition of elective training for each specialty, please visit the websites of the HKAM and the respective Colleges. Enquiries on the training programs could be addressed to the HKAM and the respective Colleges direct.

Website : <http://www.hkam.org.hk/>
E-mail : hkam@hkam.org.hk
Telephone : 2871 8888

Anaesthesiology

Training for the Fellowship of the Hong Kong College of Anaesthesiologists (HKCA) consists of a six-year rotational program of modular training after internship. There are 3 years of basic training, 2 years of higher training and 1 year of provisional fellowship. The program includes accredited anaesthesiology training (48 months), intensive care (6 months), elective options (18 months). Other training requirements include: satisfactory completion of the Exposure to Anaesthesia Safety and Emergency (EASE) course, Effective Management of Anaesthetic Crisis (EMAC) course, Advanced and Difficult Airway Management Workshop for Anaesthetists (ADAM-A), Focused Transthoracic Echo Workshop for Anaesthetists (ECHO-A) and Ultrasound Guided Regional Anaesthesia Workshop (UGRA). It is also required to keep a logbook and satisfy the case number requirement as well as the workplace-based assessment (WBA) requirements as set out by the HKCA; and completing a Formal Project. Trainees will also need to pass the Intermediate and Final Examinations, and satisfy the requirements of the Exit Assessment.

Training program for Intensive Care Medicine (ICM) Fellowship is also provided by HKCA. It consists of a six-year program which includes accredited ICM training (twenty-four months), accredited anaesthesiology training (twelve months), Internal Medicine or Paediatric training (six months) and thirty months training in any combination of internal medical, emergency medicine, surgery, paediatrics, anaesthesia, intensive care research or other disciplines related to intensive care as approved by the Board of Intensive Care Medicine. ICM trainees are also required to pass the Intermediate and Final Examinations, attend relevant courses, complete a Formal Project, fulfill the corresponding WBA requirement, and satisfy the requirements of the Exit Assessment.

Selected trainees may undertake further training for the Fellowship in Pain Medicine. More detailed information is available at the HKCA website
Anaesthesia: <http://www.hkca.edu.hk/anaesthesiology/training/>
ICM: <https://www.hkca.edu.hk/intensive care/training/>
FPM: <https://www.hkca.edu.hk/pain medicine/training/>

Clinical Oncology

Specialist training in Clinical Oncology consists of 4 years of Basic Specialist Training including a minimum of 3 years of full-time training in an accredited Clinical Oncology training centre, and a further 2 years of Higher Specialist Training. Post-registration clinical experience in another specialty can be considered as part of basic training up to a maximum of 12 months, with the recognized duration at the discretion of the Hong Kong College of Radiologists (HKCR). Trainees are required to enrol with the College on commencement of training and to undertake structured Part I & Part II basic training courses organized by the College. Part I training courses

include Medical Physics, Medical Statistics, Clinical Pharmacology, and Cancer Biology & Radiobiology. Upon completion of the Part I courses, trainees can take Part I Fellowship Examination (held by Royal College of Radiologists of UK in HK twice a year, in spring and autumn). Part II basic training courses include management of cancers in various sites. Comprehensive clinical and practical training in various aspects of oncology including radiotherapy, chemotherapy, hormonal therapy, biologic & targeted therapy, and palliative care will be provided. Trainees are required to satisfy a minimum attendance in the training courses before being allowed to take the examinations and exit assessment. Upon completion of basic training, trainees can undertake the Part IIA Fellowship Examination (held by Royal College of Radiologists twice a year, in spring and autumn) and then Joint Final Examination (Part IIB) (held jointly by Royal College of Radiologists and Hong Kong College of Radiologists yearly in autumn). Fellowship of Royal College of Radiologists will be conferred upon success in Joint Final Examination.

Higher specialist training is commenced after passing the Joint Final Examination. Emphasis will be put on the development of ability of independent and evidence-based practice, specialization in various types of cancer, participation in clinical research, and management skills. Upon completion of two years of higher training, trainees can apply for consideration of the Fellowship of HKCR. Exit Assessment exercises are conducted by HKCR twice a year, normally in January and July, before they could be conferred specialist in Clinical Oncology. This core program can be followed by another 24 months of subspecialty training in palliative medicine leading to specialist status in Palliative Medicine.

Emergency Medicine

Specialist training in Emergency Medicine (EM) spans over a minimum of six years and is only available in accredited training centres. At least three years must be training within accredited Accident & Emergency departments (A&E Departments), of which two years must be after passing the intermediate examination. Mandatory rotation is required for broadening perspectives in the practice of Emergency Medicine, which includes 6-months rotation to other accredited A&E Departments (during the higher training period), and 12-month rotations to different specified specialties. The 12-month mandatory rotations include 6 months in a surgical stream from any of the followings: anaesthesia, orthopaedic surgery, general surgery and other surgical subspecialties while another 6 months must be in a non-surgical stream from any of the followings: internal medicine, critical care, intensive care and paediatrics.

Trainees are required to register with the Hong Kong College of Emergency Medicine (HKCEM). Basic training requires at least one year training in Emergency Medicine. Basic trainees may sit for the Intermediate Examinations on Emergency Medicine (IEEM) after 24 months of accredited

training. The examination results of Hong Kong Intercollegiate Board of Surgical Colleges (HKICBSC), and a number of other local and overseas international higher qualifications are also accepted by the Hong Kong College of Emergency Medicine as equivalent to the Primary (PEEM) and Intermediate (IEEM) Examinations on Emergency Medicine.

Trainees have to complete at least six years of accredited training that includes on-job A&E training and specialty rotations, attendance of mandatory training courses, WBAs, fulfilment of research requirement and requirement on service improvement project (for trainees who enrolled training on or after 1 July 2024). In addition, trainees have to pass the primary and intermediate examinations (or equivalent), and the exit assessment before nomination as a specialist in Emergency Medicine.

Family Medicine

The vocational training program of Family Medicine (FM) in the HA is organized in collaboration with the Hong Kong College of Family Physicians (HKCFP). The program consists of (1) basic training with a 2-year hospital-based and a 2-year community-based components; and (2) higher training with another 2 years of independent family practice.

The hospital-based program consists of rotational training in 4 mandatory core specialties (Internal Medicine, General Surgery, Obstetrics and Gynaecology and Paediatrics) for 3-6 months and rotational training or clinical attachments to required specialties including Emergency Medicine, Psychiatry, Orthopaedics, Ophthalmology, Dermatology and Otorhinolaryngology. During the hospital-based training, trainees are required to attend the General Outpatient Clinics or other FM clinics on a regular basis to be arranged by the Chief of Services of the Family Medicine Departments in the Clusters. The community-based program comprises FM training in accredited FM training centres or other community programs accredited by the HKCFP.

Apart from the on-the-job professional supervision, all FM trainees are required to attend regular Structured Educational Programs including training courses / seminars organized by the HA and the HKCFP.

At the end of each of the two aforementioned stages of the training program, the FM trainees will be eligible to sit for the Written and the Clinical Examinations of the International Conjoint HKCFP/RACGP Fellowship Examination. FM residents passing the Clinical Examination and completing 4 years of basic training will be eligible for the enrollment into higher training.

For more details, relating to Family Medicine training program, please refer to the HKCFP website (<https://www.hkcfp.org.hk/>)

Internal Medicine

Postgraduate training in Internal Medicine in Hong Kong is made up of Basic Physician Training and Higher Physician Training. Trainees are to undergo 3 years of structured Basic Physician Training program, accredited by the Hong Kong College of Physicians (HKCP). They are to undertake the Intermediate Examination of HKCP, held jointly with the MRCP(UK) Part II Clinical Examination (PACES).

Basic Physician Trainees (BPTs) who successfully completed the relevant parts of training, in general, are to undertake concurrent dual Higher Training in a broad-based medical subspecialty (which can be either Advanced Internal Medicine (AIM) or Geriatric Medicine) and one other specialty. The core program for this broad-based subspecialty is to be fulfilled over a cumulative 24-month period, with adequate exposure to patient management in acute general medical wards and management of patients attending general and specialty medical outpatient clinics, plus experience in high dependency units and extended care.

Training in the broad-based subspecialty can be undertaken concurrently with another medical specialty (dual training), which may be completed in 48 months (i.e. 24 months cumulatively in each specialty). These specialties include Cardiology; Clinical Pharmacology & Therapeutics; Clinical Toxicology; Critical Care Medicine; Dermatology & Venereology; Endocrinology, Diabetes & Metabolism; Gastroenterology & Hepatology; Genetics & Genomics (Medicine); Geriatric Medicine; Haematology & Haematological Oncology; Immunology & Allergy; Infectious Disease; Medical Oncology; Nephrology; Neurology; Palliative Medicine; Rehabilitation; Respiratory Medicine; Rheumatology, except Dermatology & Venereology which needs 3 years training. Higher Physician Trainees (HPTs) have to undergo interim and exit assessments before they can receive certified specialist status.

Dual higher training can also be sequential in a broad-based specialty and one other specialty over a 5-year period. Single specialty training can only be allowed for a broad-based specialty (AIM or Geriatric Medicine) or Dermatology and Venereology. For details, please refer to the HKCP website at <http://www.hkcp.org/>.

Obstetrics and Gynaecology

Postgraduate training in Obstetrics and Gynaecology is undertaken in recognized training units, and comprises 4 years of basic training and 2 years of higher specialist training. All the 6 years of training may be in

obstetrics and gynaecology, or there may be a 6-month or 12-month elective training in another clinical specialty. Alternatively a 12-month training period in research may be undertaken.

Training in obstetrics and gynaecology may be in one or more training units. During the period of training, the trainee should participate in clinical duties, teaching and educational activities, quality assurance programs, and take up administrative and management responsibilities.

After completion of the training program and success at the exit assessment, the trainee would be accredited as specialist in Obstetrics and Gynaecology.

Ophthalmology

Clinical Service

The main bulk of ophthalmic service is on an ambulatory basis. At the primary level, trainees need to deal with referrals and give advice on the further management of minor ailments. At the secondary level, trainees need to treat patients with common ocular problem such as cataract, glaucoma and retinal diseases. At the tertiary level, trainees need to handle complicated sight threatening diseases that enter into the territory of subspecialty such as cornea, glaucoma, paediatric eye diseases, vitreoretinal surgery, medical retina, oculoplastic surgery and neuro-ophthalmology, etc. Attending in-patients, emergency consultations and surgery is also an integral and essential part of ophthalmology service provision.

Service provision of the HA Ophthalmic Service is cluster based. Each cluster is an independent unit headed by the Cluster Chief of Service. The academic departments of the two universities also provide collaborative clinical services at HKW, KCC and NTE clusters.

Training

The format is a supervised in-service training structured at two levels - Basic and Higher Training - with appropriate and staged delegation of clinical and surgical responsibilities, depending on individual and professional progress. There is a mandatory simulation-based ophthalmic microsurgical training at basic training level and cross-cluster intra-specialty rotation at higher training level. The training programs provided meet the requirement on provision of training opportunities, supervision and facilities and are accredited by the College of Ophthalmologists of Hong Kong.

Scope

The scope of training includes diagnosis, examination and management of common eye conditions, surgical management of common eye diseases including cataract operation, basic ophthalmic investigations including ophthalmic ultrasonography, electrodiagnostic tests and fundus angiography, rotation and exposure in various subspecialty clinics, rotation and exposure in various subspecialty operations, academic meetings and

grand rounds, clinical audit, research and publications projects, core competency, communication and teamwork.

Examination system

		<u>Format</u>	<u>Time to be taken</u>
1. Intermediate exam.-	Part A)	Basic Sciences related to ophthalmology, optics, ophthalmic investigative techniques and generic issues of medical practice (MCQ)	- Possession of a medical qualification acceptable by the MCHK
	Part B)	Clinical refraction clinical examination, and written (MCQ)	- Completed at least 20 months of basic ophthalmic training

Trainees are required to submit 3 completed active assessment forms with overall pass for cataract extraction before higher surgical training may commence.

2. Intermediate exam.-	Part C)	written, oral and clinical	- completed after at least 3 years of Higher Training
	Part D)	log book inspection & assessment	- completed after at least 4 years of Higher Training and all required active assessment forms “with satisfaction” submitted.

Active assessment of trainee’s competency is carried out throughout the training period. Trainee is required to complete active assessment with satisfaction and submit the completed active assessment forms.

Each candidate has 4 attempts in each part of the examination (Part A, B, C and D) after entering into recognized ophthalmic training post. After which, the candidate may not be allowed to sit for the examination unless with special permission of the College.

Paediatrics

The structured training program for a prospective paediatrician consists of 3 years of basic training, an intermediate examination, followed by 3 years of higher training and an exit assessment. When all these have been completed, subject to approval by the College, the trainee will become a Fellow of the

Hong Kong College of Paediatricians. He or she will then be eligible for recommendation to be a Fellow of the Hong Kong Academy of Medicine, and will be eligible for listing in the Specialist Register. *Subspecialty training requires additional 3 years training in that subspecialty, of which one year may overlap with the higher training.* Presently the College has accredited specialist training in general paediatrics and also 7 subspecialties [*Paediatric Immunology, Allergy & Infectious Disease, Developmental & Behavioural Paediatrics, Paediatric Neurology, Paediatric Respiratory Medicine, Genetics and Genomics (Paediatrics), Paediatric Endocrinology and Paediatric Haematology & Oncology*]. *Preparation for accreditation of other subspecialty training is on-going.*

The basic training program consists of a core program of 2 years (eighteen months in general paediatrics and 6 months in neonatology) and Mandatory 6 months community paediatric training (3 months in maternal and child health and 3 months in child assessment centre), and another flexible 6 months in general paediatrics or paediatric subspecialty.

During the 3 years of higher training, one should have completed at least 2 years of hospital-based Paediatrics Training, of which at least one year should be in acute General Paediatrics with emergency hospital admissions of children not restricted to any age group or subspecialty. The time spent in any subspecialty training (including neonatology) should be limited to a maximum of 12 months within the three-year period. One year of overlap between Higher and Subspecialty training is allowed. Finally, during these 3 years there should be at least 6 months of clinical training at another local or overseas training institution (hospital-based or otherwise).

A trainee should apply and become an Associate of the College. After completion of three years basic training and having passed the Intermediate Examination, he/she should apply to become a College Member in order to enter into higher training. Fellowship is only granted to Members who have completed the higher training and who have passed the exit assessment.

Pathology

The Hong Kong College of Pathologists (HKCPath) offers seven training programs, including Anatomical Pathology, Chemical Pathology, Haematology, Clinical Microbiology & Infection, Immunology, Forensic Pathology (under Department of Health), and Combined Anatomical / Clinical Pathology. A full program covers six years of post-internship training in recognized training institutes. The training consists of 3 years of basic training and 3 years of higher training. Completion of the basic training is marked by the Membership Examination which is to be taken after 36 months of recognized training. The Fellowship Assessment is conducted either upon completion of 6 years of training or in the final year of training. The training program of each specialty is divergent at the beginning of the training. Trainees are required to do at least one year of

rotational training during the training period and the detailed requirement is different amongst pathology specialties.

Psychiatry

The total duration of accredited training for Fellowship should be at least six years.

The general professional training should last for at least thirty-six months. The training should be continuous unless getting prior approval from the Education Committee of The Hong Kong College of Psychiatrists.

The higher professional training should last for at least three years after passing the Intermediate Examination or its equivalent.

Attachment in General Adult Psychiatry for a minimum of eighteen months duration is strongly recommended for the first three years of professional training, including experience in the management of patients governed by Part III Cap 136, Mental Health Ordinance, Hong Kong. However, in the event of difficulty of fulfilling this requirement within the said period, trainees are still required to have a minimum duration of General Adult Psychiatry of twelve months in the first three years of general professional training. The remaining six months of General Adult Psychiatry training must be made up in the higher professional training period. Besides, all trainees should have experience of working with community psychiatric nurse, social worker, clinical psychologist, and with other professional involved with the patient and his or her family. All trainees should also have experience in administering electroconvulsive treatment under approved conditions.

Each attachment in a subspecialty in psychiatry (such as Substance Misuse, Child and Adolescent Psychiatry, Forensic Psychiatry, Consultation Liaison Psychiatry, Mental Handicap, Old age Psychiatry, Rehabilitation) in general should be of at least six months duration. Equivalent part-time experience may also be recognized.

All junior trainees should also have an adequate exposure and supervised experience in psychotherapy and Electroconvulsive Therapy.

For higher professional training, one of the attachments in a subspecialty should be of at least eighteen months duration in the capacity of a senior trainee.

Radiology and Nuclear Medicine

Radiology

The Radiology Training Program is divided into Basic and Higher Training.

At least one year of post-registration clinical experience outside radiology is required. The post-registration clinical experience outside radiology should appropriately be taken in disciplines with wide exposure to various clinical situations. In general, clinical exposure to Internal Medicine, General Surgery, Paediatrics, Emergency Medicine, Obstetrics & Gynaecology, Orthopaedics etc. could count up to a maximum of one year. Clinical exposure to Anaesthesiology, Pathology, Rehabilitative Medicine and Psychiatry training could only count up to a maximum of six months. For clinical exposure in Family Medicine, Intensive Care Unit and other clinical settings, the recognition of training duration shall be considered on individual basis.

Trainees are then to undergo 3 years of structured Basic Training program, accredited by the Hong Kong College of Radiologists (HKCR). Yearly Basic & Intermediate Training Courses are organized by HKCR. Taking the courses with satisfactory attendance is mandatory. Trainees have to pass the Part I and Part II examinations before proceeding to Higher Training. The examinations are jointly organized by HKCR and the Royal College of Radiologists.

Higher Training comprises of 2 years of training. Emphasis will be put on providing the trainee with opportunities for more independent practice with increased responsibility and judgment. Other important attributes to build up include management skills, clinical audit and quality assurance procedures, research methodology, medico-legal knowledge as well as communication skills.

The overall arrangement of Higher Training is divided into General and Subspecialty training. Typical training portfolio would be as below:

	Radiology Higher Training
Higher General Radiology Training	Minimum 9 months
Higher Subspecialty Training	Minimum of 2 Category A subspecialties – Minimum of 6 months, in one Category A subspecialty and minimum of 3 months for each one of the other subspecialties The rest of the Higher Training can be in subspecialty training of any category or General Radiology training
Accredited Subspecialties	Category A <ul style="list-style-type: none"> • Breast Radiology • Cardiovascular Imaging • GI and Hepatobiliary Radiology • Head & Neck Radiology • Musculoskeletal Radiology • Diagnostic Neuroradiology • Interventional Neuroradiology • O&G Radiology

	<ul style="list-style-type: none"> • Oncologic Radiology • Paediatric Radiology • Thoracic Radiology • Vascular and Interventional Radiology <p>Category B</p> <ul style="list-style-type: none"> • Ultrasonography • CT • MRI • Radionuclide Imaging
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After completion of the required period of Higher Training, a trainee can apply for Fellowship of HKCR. Exit Assessment exercises are conducted by HKCR twice a year, normally in January and July, before they can be conferred specialist in Radiology. This core program can be followed by further subspecialty training in interventional radiology leading to a specialist status in Interventional Radiology.

Nuclear Medicine

Nuclear Medicine is a medical specialty that involves the use of radioactive substances in the diagnosis and treatment of diseases. Specialist training in Nuclear Medicine requires a minimum of six years training in recognized centres and it comprises Basic Training and Higher Training accredited by the Hong Kong College of Radiologists (HKCR).

The Basic Training consists of a minimum of four years of training including at least 6-month full-time post-registration recognized clinical experience (Clinical Oncology, Emergency Medicine, Internal Medicine, Neurosurgery, Obstetrics and Gynaecology, Orthopaedics and Traumatology, Paediatrics, Psychiatry and Surgery) and 9-month equivalent of rotation to an accredited Radiology training centre. During the training period, trainees are required to attend the Basic and Advanced training courses organized by HKCR. Upon the end of the period, trainees have to undertake the First and Final Fellowship Examinations. The trainees successfully completed the examinations will be eligible for the enrollment of Higher Training.

The Higher Training consists of at least two years of training. Trainees will be engaged in subspecialty-based structured training with initiation towards subspecialty development, to establish the capability of independent practice in Nuclear Medicine and to develop appropriate professional maturity and attitude. As part of training requirements, trainees will also be involved in teaching activities, quality improvement projects, clinical audit, research projects and departmental management activities. The 2 years of training should consist of minimum of 9 months of General Nuclear Medicine, minimum of 6 months in subspecialty training in PET-CT, 3-month equivalent of Radiology Training, and in the remaining period: minimum of 6 months in another subspecialty subject or minimum of 3 months for each of other two subspecialty subjects in nuclear medicine. The other two

subspecialties include nuclear oncology and nuclear cardiology. Trainees who have completed Higher Training will be qualified to sit for the Exit Assessment.

Surgical Specialties

Trainees aspiring to pursue their specialist training in the specialties of General Surgery, Cardiothoracic Surgery, Urology, Paediatric Surgery, Plastic Surgery, Neurosurgery, Vascular Surgery, Otorhinolaryngology and Orthopaedics & Traumatology will need to undergo a structured two-year cross-specialty basic surgical training program. The rotation of basic surgical training is largely organized on a cluster basis. Cross-cluster rotation may be arranged if necessary.

After passing the intermediate examination, trainees will need to apply for entry into the higher surgical training program in one of the above specialties, subject to fulfillment of the prevailing selection criteria for higher training of individual specialties. The selection exercises are conducted two times a year. They will be convened by a conjoint selection panel. The main assessment criteria guiding the selection will be as follows:

- ❑ Training progress as assessed by trainers under the Hong Kong Intercollegiate Board of Surgical Colleges, number of attempts of examination, & participation in research projects
- ❑ HA Staff Development Reviews
- ❑ Referee Assessment
- ❑ Interview Performance
- ❑ Completion of the Mandatory courses for Basic Surgical Trainee

The higher training generally lasts for four years.

For more details, please visit websites of the respective surgical colleges:

- The College of Surgeons of Hong Kong
<http://www.cshk.org/>
- Hong Kong College of Otorhinolaryngologists
<http://www.hkcorl.org.hk/main.php>
- Hong Kong College of Orthopaedic Surgeons
<http://www.hkcos.org.hk/>

Program Directors

To enhance the training programs in the various clinical specialties and Administrative Medicine, Program Directors (PDs) are appointed for each specialty in the HA to co-ordinate training matters and rotations and act as mentors for the trainees to provide counseling and advice to trainees as required.

The core responsibilities of PDs are to : -

- a) advise on the placement of trainees into training programs;
- b) advise trainees on training matters and offer career counseling to trainees on their training progress and career pursuit and obtain trainees' feedbacks to specialty / cluster training programs;
- c) advise the HA Head Office (HAHO) on corporate-wide training matters e.g on requirements for training programs in HA based on the discussions in respective clusters / COCs / Colleges;
- d) advise the HAHO on individual training matters related to individual trainees on progress of their training and the need for cross-cluster posting; and
- e) liaise with respective Colleges on training matters for ensuring quality and standard of specialist training and play an enhancing role in training matters for respective Colleges and HA.

The PDs for various specialties are listed in Appendix I. Trainees are encouraged to approach the PDs for advice and assistance in relation to the training matters if required.

Contract Arrangements of Resident Trainees

With a view to extending the maximum period allowable for trainees to attain intermediate qualification for entry into higher training and to attain specialist qualification, all trainees will be offered a 9-year training contract with contract gratuity to be released normally every 3 years subject to satisfactory performance. Continuation of the 9-year training contract is conditional on satisfactory performance and achievement of the following training milestones : -

- (a) Pass Part I examination (or “Part A” for some specialties) before end of Year 3 (see Note 1 below); and
- (b) Pass Intermediate examination before end of Year 6 (see Note 2 below).

Notes

1. *Except Family Medicine, Pathology and Anaesthesiology, in which trainees who may not be able to complete Part I exam after completion of 36 month's training owing to the training structure will have their contracts renewed without Part I.*
2. *Except : -*
 - *Clinical Oncology, Radiology and Nuclear Medicine for which “end of Year 7” applies; and*
 - *Surgery (including Neurosurgery and Cardiothoracic Surgery), Orthopaedics & Traumatology and Otorhinolaryngology for which selection to higher surgical training is also required.*

The list of examinations / training levels qualifying the trainees for continuation of the 9-year contract is given at Appendix II. The concerned list is subject to update from time to time and the updated version will be posted at the Doctors' Column at ha.home.

Residents who fail to achieve the above milestones or whose performance has been rated as “Marginal” or “Below standard” in their Staff Development Review (SDR) reports for any two years during the 9-year contract will have to exit from the Resident Training Program. They may however be considered for service Resident posts, if such vacancy arises, ranging from 1 to 3 years.

Conversion to Permanent Employment of Residents

Residents who fulfill the following criteria may apply for conversion to permanent employment:

- a) have 3 years or more continuous full-time service in the rank;
- b) attained satisfactory performance with two “effective” and one “good” or higher Staff Development Review (SDR) ratings in the preceding three years' service, amongst which the “good” or higher SDR rating is immediately before the conversion; and
- c) attained specialist registration.

Appointment Procedures of Resident Trainees

New Residents are recruited openly on an annual basis. The HAHO will normally conduct joint recruitment exercises for Residents from January to June of the year for intakes in July and the following January. Recruitment advertisement setting out the application procedures will be posted on HA internet and intranet website in around January to February and training posts available will be posted in March tentatively. Applicants are required to submit applications on-line.

Shortlisted applicants will be invited for an interview or be assessed via paper board based on their provided documents. Key elements to be considered in selecting candidates for appointment include :

- a) performance as revealed during internship. Aspects of assessment include professional knowledge, clinical skill, attitude, willingness to learn, etc.;
- b) potential for specialist training;
- c) career objective of candidate;
- d) commitment to patient care; and
- e) communication skill.

Selected applicants will be issued an appointment letter setting out the employment terms and conditions offered. Applicants are required to confirm their acceptance to the offer of employment before they commence employment with the HA.

For details about the 2025/26 Annual Recruitment Exercise for Resident Trainees, please visit HA website: <http://www.ha.org.hk/ho/resident.htm>

Terms and Conditions of Employment of Resident Trainees

Residents under the Resident Training Program are employed on prevailing terms and conditions of employment of the HA applicable to Residents. The remuneration package of a newly recruited trainee is given at Appendix III. Such terms and conditions may be amended in individual circumstances by agreement between the Resident and HA.

Residents are expected to perform on-call duties depending on the exigencies of the work and the operational requirements of individual specialty. The Head of Department/Unit/Section will advise on the work schedule and details of on-call arrangements. In addition, Residents may also be required to work shifts to provide 24-hour coverage or work on statutory holidays. Alternative holidays for work on statutory holidays and /or rest days would be provided as governed by the Employment Ordinance of Hong Kong.

Lateral Transfer of Resident Trainees to Other Hospitals / Specialties

A lateral transfer mechanism is put in place to cater for the career aspiration of individual Residents under the Resident Training Program to change their specialties during their specialist training while upholding fairness in access to training opportunities among Residents in different specialties and intakes. To enable new Residents under the Resident Training Program to have deeper hands-on understanding of the specialist training provided by the serving department before making major career decisions, Residents can laterally transfer to another department (both within-specialty and cross-specialty) one year after appointment in general.

Note:

Residents transferring from Resident Trainee post to Service Resident post would exit the HA's Resident Training Program and the prevailing HR transfer policies and practices should be followed.

Professional Registration and Annual Practising Certificate

It is a requirement and a condition of HA's offer of employment that Resident Trainee should obtain full registration with the MCHK whilst practicing medicine in HA hospitals or institutions. A copy of the registration certificate and valid annual practising certificate should be submitted to the Human Resources Department of the hospital concerned as soon as possible and in any case no later than 2 months after commencement of employment. During the period of employment with HA, all medical staff are also required to renew the annual practising certificate as required by law and send a copy to the hospital management for record after renewal.

Enquiries on professional registration matters can be directed to MCHK.

Telephone : 2961 8648
Fax : 2891 7946

Staff Arrangements for HA Specialist Doctors Participating in College Examinations and Specialist Training Activities

HA has all along been closely collaborating with the HKAM and its Constituent Colleges in the provision of specialist training. While HKAM and its 15 Constituent Colleges set the standards and curriculum for specialist training and conduct assessments and examinations, HA supports and facilitates specialist training through provision of training sites and materials, as well as contribution of Examiners and Trainers.

Under prevailing practice, HA specialist doctors participating in College examinations as Examiners or other exam-related duties or as Trainers in training activities organized by HKAM and its Constituent Colleges (e.g. training courses / workshops / seminars) both during and outside working hours are considered as undertaking outside work under “Public Interest”¹.

To facilitate HA specialist doctors participating in College examinations and specialist training activities organized by HKAM and its Constituent Colleges, the following staff arrangements have been put in place and would be reviewed regularly.

HA Specialist Doctors as Examiners or other exam-related duties in College Examinations

Passing the College examinations is one of the key milestones in specialist training for doctors in Hong Kong and is linked to the career development of doctors working in HA as appointment to Associate Consultant and Consultant posts in HA requires Fellowship of the HKAM and registration in the Specialist Register of the Medical Council of Hong Kong.

Official release would be granted to HA specialist doctors who serve as Examiners or other exam-related duties for College examinations if the examination days fall within working hours, subject to operational need and manpower availability of concerned departments.

Based on the invitation letter issued by Colleges to the HA specialist doctors, official release could be granted by Department head. The invitation letter should be copied to Cluster Human Resources Department for record purpose. Granted official release should also be documented in the departmental scheduled duty and no honorarium could be accepted by the HA specialist doctors who were granted official release. Cluster Human Resources Departments would keep record of the HA specialist doctors who

¹ According to the Human Resource Policies Manual (Section H7), full-time employees will be allowed to undertake paid outside work for teaching work in connection with the profession including serving as examiners for professional examinations, or where the work is clearly in the public interest and with the approval of the Hospital Chief Executive or Chief Executive, as appropriate.

were granted official release for quarterly reporting to hospital management and annual reporting to Head Office Human Resources/Medical Grade Departments, if needed.

For HA specialist doctors receiving honorarium from College and under any circumstances that official release could not be granted during working hours, outside work under “Public Interest” should be applied via Department head and Cluster Human Resources Department for approval by the Hospital Chief Executive according to prevailing outside work policy.

Individual departments as examination site may also arrange other staff to support running of exams during working hours, subject to operational need and manpower availability of concerned departments.

HA Specialist Doctors as Trainers in Training Activities organized by HKAM and its Constituent Colleges

In addition to the day-to-day on-the-job training provided to RTs, HA specialist doctors participating as Trainers in other training activities organized by HKAM and its Constituent Colleges (e.g. training courses/workshops/seminars) both during and outside working hours are also considered as undertaking outside work under “Public Interest” under prevailing practice.

In view of the wide range of training activities organized for both internal and external participants which involves HA staff from various grades as Trainers, HA specialist doctors participating as Trainers in other training activities organized by HKAM and its Constituent Colleges would continue to be supported according to the prevailing outside work policy under “Public Interest”, subject to operational need and manpower availability of concerned departments. For more details on the prevailing outside work policy, please contact Cluster Human Resources Department.

Enquiries

Please contact the following : -

HR Service Centre on appointment procedures

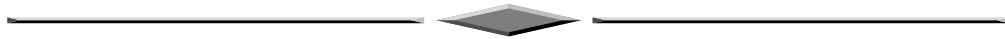
Tel or WhatsApp : 5721 9797

Email: hrsc.rt@ha.org.hk

Medical Grade Department on post arrangement

Email: mgrtp@ha.org.hk

Program Directors (at Appendix I) for various clinical specialties on training matters.



Hospital Authority
December 2024

Program Directors (PDs) in Various Specialties

Specialties	Program Directors				
	For Cluster/ Training Centre	Name	Title	Telephone	E-mail Address
A&E	All clusters	Dr C T LUI	CONS(A&E), TMH	2468 5200	luict@ha.org.hk
Administrative Medicine	All clusters	Dr CHING Wai Kuen	Director (Strategy and Planning) Hospital Authority	2300 7287	chingwk@ha.org.hk
Anaesthesia	PYNEH/RH/TWEH	Dr LOW Kai Ngai Kevin	CONS(ANA), PYNEH	2595 5570	lowkn@ha.org.hk
		Dr HUI Cheuk Man Olivia	AC(ANA), PYNEH	6460 0867	hcm425@ha.org.hk
		Dr CHAN Chor San Alfred	AC(ANA), PYNEH	6460 0031	ccs682@ha.org.hk
		Dr CHONG Ka Man	AC(ANA), PYNEH	6460 0949	ckm181@ha.org.hk
		Dr YU Wing Hay	AC(ANA), PYNEH	6400 1062	Ymh671@ha.org.hk
	QMH/GH/DKCH	Dr Vincent SO	CONS(ANA), QMH	2255 3842	sv228@ha.org.hk
		Dr NG Chi Keung	AC(ANA), QMH	2255 5545	nck014@ha.org.hk
	DCA, QMH	Dr WONG On Yat	CONS(ANA), QMH-DCA	2255 3529	woy653@ha.org.hk
	TWH KWH	Dr MAK Wai Yin Jocelyn	AC(ANA), TWH	6625 5393	mwy0227@ha.org.hk
		Dr KONG Hang Sze Amy	CONS(ANA), KWH	4658 8256	konghsa@ha.org.hk
		Dr CHENG Chun Heng	AC(ANA), KWH	4658 8263	cgc563@ha.org.hk
		Dr HUI Yuet Man	AC(ANA), KWH	6494 7212	hym111@ha.org.hk
		Dr CHAN Chi Wai	AC(ANA), KWH	9020 0778	cw443@ha.org.hk
	QEH/HKBH/OLMH/HK	Dr KWOK Ching Yee	CONS(ANA), QEH	3506 6176	kwokcy2@ha.org.hk
		Dr CHAN Sung Pan	CONS(ANA), QEH	3506 7410	csp415@ha.org.hk
		Dr LAI Tsun Yin	CONS(ANA), QEH	3506 5736	lty141@ha.org.hk
		Dr HO Hoi Woon	AC(ANA), QEH	3506 6023	hhw533@qeh.ha.org.hk
		Dr Yang Xian Yi Timothy	AC(ANA), QEH	3506 2781	yxt957@ha.org.hk
	HKCH	Dr KWOK Vansie	AC(ANA), HKCH	3513 3762	kv314@ha.org.hk
				5741 3197	
		Dr LEE Sau Man Rowena (Deputy)	AC(ANA), HKCH	3513 3759	lsm335@ha.org.hk
	UCH	Dr FUNG Pui Lam Polly	AC(ANA), HKCH	5741 3327	fpl553@ha.org.hk
		Dr CHONG Ka Hei Clara	CONS(ANA), UCH	3949 4245	ckh545@ha.org.hk
		Dr LEE Yan Kit	AC(ANA), UCH	3949 4245	lyk973@ha.org.hk
		Dr CHAN On Ki Angela	CONS(ANA), UCH	3949 4245	cok362@ha.org.hk
		Dr YAU Justine	AC(ANA), UCH	3949 4245	yjm518@ha.org.hk
	TKOH	Dr TSE Kin Chung	CONS(ANA), TKOH	2208 0629	tkcz03@ha.org.hk
				6385 7629	
	PMH/NLTH	Dr FONG Wai Yi	AC(ANA), TKOH	6385 7492	fwy650@ha.org.hk
		Dr LAM Yung Phoebe	AC(ANA), PMH	2990 1336	ly311@ha.org.hk
		Dr NG Siu Yuen Dan	AC(ANA), PMH	2990 1247	nsy775@ha.org.hk
		Dr YAU Ka Lay Karry	AC(ANA), PMH	2990 1336	yk1015@ha.org.hk
		Dr CHOO Ming Yin Wilson	AC(ANA), PMH	2990 1274	wilson.choo@ha.org.hk
		Dr FONG Cheuk Ying Cherry	AC(ANA), YCH	2417 8953	fongcyc@ha.org.hk
		Dr PANG Ka Man Carmen	AC(ANA), CMC	3408 7263	pkm100@ha.org.hk
	YCH CMC PWH	Dr CHAN Albert Kam Ming	CONS(ANA), PWH	3505 1104	ckm192@ha.org.hk
		Dr WONG Rosinni Si-Ling	CONS(ANA), PWH	3505 3034	wrs238@ha.org.hk
				5569 9573	
		Dr LAU Nga Man Vivian	CONS(ANA), PWH	3505 1909	lnm743@ha.org.hk
				5569 9504	
		Dr FUNG Ka Yi	AC(ANA), PWH	5569 6138	fky780@ha.org.hk
				5569 9342	
		Dr TANG Tsz Wai Sherry	AC(ANA), PWH	5569 9342	ttw510@ha.org.hk
	AHNH/NDH	Dr OR Yin Ling Debriel	CONS(ANA), AHNH	5928 6548	oyl323@ha.org.hk
		Dr FONG Chor Yiu Yoyo	AC(ANA), AHNH	2683 8074	fcy790@ha.org.hk
				5928 6629	
	TMH/POH/TSWH	Dr LAU Yuen Ting Elizabeth	AC(ANA), NDH	2683 8074	lyt742@ha.org.hk
				5928 6554	
		Dr LAI Wing Kwan Maggie	CONS(A&OT), NTWC	2468 5400	lwk280@ha.org.hk
		Dr WONG Tin Kan Wing	CONS(A&OT), NTWC	2468 5400	wtk384@ha.org.hk
		Dr CHAN Hau Yin	AC(A&OT), NTWC	2468 5400	chy694@ha.org.hk
		Dr MAK Chui Yan	AC(A&OT), NTWC	2468 5400	mcy056@ha.org.hk
		Dr PUN Ming Tsz	AC(A&OT), NTWC	2468 5400	pmt7041@ha.org.hk
Intensive Care Medicine(ICM)	PYNEH	Dr Karen TSANG	PYNICU AC	2595 6488	tkw367@ha.org.hk
	KWH	Dr KING Hoi Shun Bobby	AC(ICU), KWH	4658 8414	khs191@ha.org.hk
	QEH	Dr LEUNG Kit Hung Anne	CONS(ICU), QEH	3506 7517	leungkha@ha.org.hk
	PMH/YCH	Dr Darshana Hwa KANDAMBY	Dep COS(ICU), PMH/YCH	2990 2866	kandambydh@ha.org.hk
	AHNH/NDH	Dr Wai Tsan NG	AC(ICU), NDH/PWH	5928 6795	nwt953@ha.org.hk
	PWH	Dr YIP Yu Yeung Sunny	CONS(ICU), PWH	3505 1315	yyy415@ha.org.hk
	TMH	Dr CHAN Kai Wing Henry	CONS(ICU), NTWC	2468 6335	ckw645a@ha.org.hk
	POH	Dr TONG Man Chun Terence	AC(ICU), NTWC	2468 6335	tmc877@ha.org.hk
	KEC	Dr Chan Cheuk Yan	UCH AC(ICU)	3949 7138	ccy743@ha.org.hk

Specialties	Program Directors				
	For Cluster/ Training Centre	Name	Title	Telephone	E-mail Address
Clinical Oncology	All clusters	Dr Harry YIU	COS(CLIN ONC), QEH	3506 6255	yuihy@ha.org.hk
Family Medicine	HKEC HKWC KCC KEC KWC NTEC NTWC	Dr Marcus WONG Dr Alfred KWONG Dr KO Siu Hin Dr CHAN Pang Fai Dr CHAN Chi Wai Dr Maria LEUNG Dr NG Yeung Shing	COS COS COS COS COS COS COS	3553 3201 2589 2339 3506 8614 3949 3087 2417 5874 3505 1595 2468 6090	wongmsm@ha.org.hk kwongsk1@ha.org.hk kshz02@ha.org.hk cpfz01@ha.org.hk ccw311@ha.org.hk lkw271@ha.org.hk nys329@ha.org.hk
Medicine		<i>(A: Assistant; D: Deputy)</i>			
AIM	HKEC (PYNEH, TWEH) (RH)	Dr Au Yeung Man Dr Yeung Wai Tak, Alwin (A)	CONS(MED), PYNEH COS(MED), RTSKH	2595 6411 2291 2000	auym@ha.org.hk yeungwt@ha.org.hk
	HKWC (QMH, TWH, GH, FYKH, MMRC) (QMH) (TWH, GH, FYKH, MMRC)	Dr Chan Sau Yan, Thomas Dr Liu Sze Hang, Kevin (A) Dr Mok Ming Yee, Maggie (A)	CONS(MED), QMH CONS(MED), QMH AC(MED), TWH	2255 4768 2255 2591 2589 8586	casy090@ha.org.hk lsh015@ha.org.hk mmy027@ha.org.hk
	KCC (QEH, KH, BH) (KWH, WTSH, OLMH) (QEH, KH, BH)	Dr Saliangi WU Dr Mak Wai Han, Maria (D) Dr Mak Yin Fung Ingrid (A)	AC(MED), QEH AC(MED), KWH AC(MED), QEH	3506 6004 4658 6022 3506 6004	ws980@ha.org.hk makwhm@ha.org.hk myf729@ha.org.hk
	KEC (UCH, HHH) (TKOH)	Dr Kam Yee Wai, Grace Dr Choy Chi Fung, Frankie (A)	CONS(M&G), UCH CONS(MED), TKOH	3949 6113 2208 0591	kamyw1@ha.org.hk ccf011@ha.org.hk
	KWC (PMH, CMC, YCH, NLTH) (PMH, NLTH) (YCH) (CMC)	Dr Ying King Yee, Shirley Dr Yim Ka Fai (A) Dr Tao Wai Lun (A) Dr Chow Chi Kai (A)	CONS(M&G), PMH CONS(MED), PMH CONS(MED), YCH CONS(M&G), CMC	2990 3412 2990 3329 2417 8383 3408 7292	yingkys@ha.org.hk ykf551@ha.org.hk twlzh1@ha.org.hk chowck2@ha.org.hk
	NTEC (AHNH, NDH, TPH, PWH, SH) (AHNH, TPH) (PWH, SH) (NDH)	Dr Chow Kai Ming Dr Lau Wai Yan (D) Dr Ngai Chun Li, Jenny (A) Dr Yuen Sze Man, Fiona (A)	COS, PWH CONS(MED), AHNH AC(MED), PWH AC(MED), NDH	3505 3131 2689 3462 3505 3131 2683 8505	ckm818@ha.org.hk lwy292@ha.org.hk ncl635@ha.org.hk ysm771@ha.org.hk
	NTWC (TMH, POH) (TMH)	Dr YUNG Chun Yu Dr Lee Hoi Kan, Achilles (A)	COS, POH CONS(MED), TMH	2486 8985 2468 5111	yungcy1@ha.org.hk leehk@ha.org.hk
	Basic Physician Training				
	HKEC HKWC KCC	Dr CHAN Ching Kit Dr WOO Yu Cho Dr CHAN Lung Tat Andrew Dr WONG Kwok Keung (D)	AC(MED), PYNEH CONS(MED), QMH AC(MED), QEH AC, M&G(IMS), KWH	2595 6411 2255 4775 3506 6004 3517 7897	cck441@ha.org.hk wooyc1@ha.org.hk cltz01@ha.org.hk wongkkw@ha.org.hk
	KEC	Dr CHAN Ka Hing Jacky Dr CHEUNG Wai Yin	AC(MED), TKOH AC(MED), UCH	2208 0588 3949 3099	ckhj01@ha.org.hk cheungwy3@ha.org.hk
	KWC	Dr KWONG Kai Yan	AC(M&G), PMH	2990 3329	kky438@pmh.ha.org.hk
	NTEC	Dr LI Siu Hung Dr LUI Chung Yan Grace	AC(MED), NDH Asso Prof, PWH	2683 8529 3505 1420	lsh039@ha.org.hk gracelui@cuhk.edu.hk
	NTWC	Dr NG Man Fai	AC(MED), TMH	2468 5389	ngmf@ha.org.hk
Palliative Medicine	All clusters	Dr NG Sheung Ching Jeffrey	Deputy COS(MED)/ CON(MED), HHH	2703 8673	ngscj@ha.org.hk
O&G	All clusters	Dr Daniel WONG	COS(O&G), PYNEH	2595 6407/ 6460 0276	wd026@ha.org.hk
Ophthalmology	All clusters	Prof Kenneth LI	D(KEC WHLN Cataract Centre) , COS(EYE) / TKOH & UCH	3949 3411	lkw856@ha.org.hk

Specialties	Program Directors				
	For Cluster/ Training Centre	Name	Title	Telephone	E-mail Address
Paediatrics	PYNEH QMH	Dr Lillian TSUNG Dr M T SOO	CONS(PAED), PYNEH AC(PAED), QMH	2595 7405 2255 7568 7083 5583	tly841@ha.org.hk SOOMT@ha.org.hk
	QEH KWH HKCH	Dr Jasmine CHOW Dr Andy HOU Dr Daniel CHEUK	CONS(PAED), QEH AC(PAED), KWH CONS(PAED), HKCH	3506 2846 3517 7703 3513 6049	cck175@ha.org.hk HCT741@ha.org.hk cheukkld@ha.org.hk
	UCH TKOH	Dr LAM Ying Yin Dr Louis CHAN	AC(PAED), UCH CONS(PAED), TKOH	5741 3361 5215 6268 2208 1056 / 6387 2849	lyy322@ha.org.hk CTWLO1@ha.org.hk
	PMH CMC PWH	Dr Mike Kwan Dr P W KO Dr C F MOK	CONS(PAED), PMH CONS(PAED), CMC CONS(PAED), PWH	2990 2868 3408 7314 35051109 / 5569 9525	kwanyw1@ha.org.hk kopw@ha.org.hk mokcf@ha.org.hk
	AHNH	Dr K H MA	CONS(PAED), AHNH	2689 2094 / 5145 7621	mkh641@ha.org.hk
	TMH	Dr C H LI	CONS(PAED), TMH	2468 6034	lich1@ha.org.hk
Pathology					
Anatomical Pathology	HKEC	Dr Larry LAM	CONS(CPA), PYNEH	2595 5096	
	HKWC KCC	Dr Gavin CHAN Dr W CHEUK	CONS(AP), QMH DCOS(PATH) & CONS(PATH), QEH	2255 2273 3506 5739	
	KEC	Dr N S FUNG	SD(PATH), KEC / COS(PATH), UCH	3949 4348	
	KWC NTEC NTWC	Dr Y F MAK Prof Ka Fai TO Dr S M MAK	CONS(PATH), PMH Hon CONS(ACP), PWH COS(PI), TMH & POH & TSWH	2990 1837 3505 3335 3767 1722	
Haematology	All clusters	Dr Natalie CHAN	CONS(HAE), PWH	3505 1996	
Clinical Microbiology and Infection	All clusters	Dr Cindy TSE	CICO, KCC / ICO, KWH / COS(PATH), KWH & WTSH & OLMH	3517 5108	
Chemical Pathology	All clusters	Dr Michael CHAN	CC(PATH), NTEC / CONS(CP), PWH	3505 2326	
Immunology	All clusters	Dr Elaine AU	CONS(IMM), QMH	2255 2337	
Psychiatry					
Training Subcommittee Chairman	All clusters	Dr Anna WU	SD Mental HealthI, HKEC / COS(Psy)	2456 7130	wuyka@ha.org.hk
Tutors' Committee Chairman	All clusters	Dr W C CHAN	CSC(Mental Health), HKWC / COS(Psy), QMH	2255 3066	cwc223@ha.org.hk
Education Appointments Committee Chairman	All clusters	Dr K M CHENG	COS GAP, CPH	2595 4325	chengkm1@ha.org.hk
Radiology					
	HKEC (PYNEH) HKEC (RH) HKWC (QMH)	Dr Shiobhon LUK Dr Amy WONG Dr Sonia LAM	CONS(DR), PYNEH CONS(DR), HKEC Deputy COS(DR)/CONS(DR), QMH, Q&S Coordinator, QMH	2595 6790 2595 6170 2255 5481	lys177@ha.org.hk whc669@ha.org.hk lamhys@ha.org.hk
	KCC (QEH) KCC (HKCH) KCC (KWH) KEC (UCH) KEC (TKOH)	Dr Jonan Chun-Yin LEE Dr Kevin FUNG Dr Eliza FUNG Dr S M YU Dr Tsz Wai YEUNG	CONS(DIR), QEH AC(RAD), HKCH CONS(RAD)KWH CON(Rad), UCH COS(RAD), TKOH	3506 7272 3513 6080 3517 5543 3949 4157 2208 0381	lcy644@ha.org.hk fkf156@ha.org.hk fungpy1@ha.org.hk ysm632@ha.org.hk tw.yeung@ha.org.hk
	KWC (PMH,CMC, YCH)	Dr N Y PAN	CONS(RAD), KWC & CON i/c(RAD), CMC	3408 7402	pnny136@ha.org.hk
	NTEC (AHNH)	Dr Mabel TONG	Deputy COS(DROI), TPH / Deputy COS/Cons(DR), AHNH	2689 2937	tmp678@ha.org.hk
	NTEC (NDH)	Dr K F TAM	Deputy COS/Cons(RAD), NDH	2683 7376	tamkfg@ha.org.hk
	NTEC (PWH) NTWC (TMH, POH)	Prof Winnie C W CHU Dr Angela LI	Prof(Rad),CUHK CON(DR), TMH	3505 2299 2468 5175	winniechu@cuhk.edu.hk lioc@ha.org.hk

Specialties	Program Directors				
	For Cluster/ Training Centre	Name	Title	Telephone	E-mail Address
Nuclear Medicine	PYNEH QMH QEH TMH	Dr Frankie CHOI Dr Y H HUI Dr K K NG Dr W H MA	CONS(NM), PYNEH CONS(NM), QMH CONS(NM), QEH CONS(DR&NM), TMH	2595 4120 2255 3864 3506 8958 2468 5062	choipt@ha.org.hk hyh031@ha.org.hk nkk667@ha.org.hk mwh466@ha.org.hk
Surgical specialties (including CTS, ENT, GS, NS, O&T, Paed S, Plastic S, Vascular S and Urology)					
a) Basic Surgical Training (BST)	HKEC HKWC KCC KEC KWC NTEC NTWC	Dr Eric LAI Dr Dacita SUEN Dr C H LAU Dr Henry JOENG Dr T W LAI Dr Sunny CHEUNG Dr H L YIU	COS(SURG), PYNEH CSC(SURG), QMH COS(SURG), QEH COS(SURG), UCH CSC(SURG), KWC COS(SURG), NDH COS(SURG), TMH/POH/TSWH	2595 6417 3506 6602 2990 3718 5928 6725 2468 5379	laiche@ha.org.hk suentkd@ha.org.hk lch816@ha.org.hk joengkm@ha.org.hk laitw@ha.org.hk cys708@ha.org.hk yiuhi@ha.org.hk
b) Higher Surgical Training (HST)					
Cardiothoracic Surgery		Prof Calvin NG	Prof (Cardio), PWH		
General Surgery		Dr H L YIU	COS(SURG), TMH, POH & TSWH	2468 5409	yiuhi@ha.org.hk
Neurosurgery		Dr T L POON	DCOS(NS), QEH		luiwm1@ha.org.hk
Otorhinolaryngology		Dr Eddy WONG	COS(ENT), NDH, AHNH &	2417 8359	
Orthopaedic Surgery		Dr H L YIU	CONS(SURG), TMH, POH & TSWH		
Paediatric Surgery		Dr C M MA	DCOS(O&T), NDH		
Plastic Surgery		Dr Terence T L POON	CONS(SURG), TMH, POH	2468 5111	
Urology		Dr C K CHSN	CONS(SURG), PWH	2255 3899	thl589@ha.org.hk
Vascular Surgery		Dr Alfred C C WONG	CONS(SURG), QMH	2255 4965	wongcca@ha.org.hk
Emergency Medicine		Dr Jeffrey FUNG	CONS(A&E), TMH	2468 5200	funght@ha.org.hk

**Examinations / Training Levels to be attained for Continuation of the 9-Year Contract
under the Resident Training Program (as at 1.12.2024)**

Notes

- (1) The following list shows the typical examinations / training levels required for respective specialty training programs laid down by the constituent Colleges of the HKAM. Equivalent qualifications / examinations / training level recognised by the respective Colleges also apply.
- (2) The following list is subject to change from time to time without prior notice as per the specialist training requirements laid down by the constituent Colleges of the HKAM. The updated version will be posted at the Doctors' Column at ha.home.
- (3) Residents are advised to clarify with their supervisor or Cluster HR office in case of doubts regarding the recognition of higher qualifications by their respective College.

For various specialties except Clinical Oncology, Radiology and Nuclear Medicine		
Specialties	Examinations / Training Levels to be attained <i>before the end of Year 3</i>	Examinations / Training Levels to be attained <i>before the end of Year 6</i>
A&E	MHKICBSC Part 1 & 2 / PEEM / Joint MRCS Part I / Intercollegiate MRCS Part A / MCEM Part A (before 2015) / MRCEM Part A (before 2021) / FRCEM Primary (before 2021) / MRCEM Primary SBA / Primary Examination of Australasian College for Emergency Medicine / MMed (Part A) (National University of Singapore)	MHKICBSC Part 3 / IEEM / MCEM / MRCEM / MMed (Emerg Med) Part B&C / MRCS / FRCSEd / FRCS (Eng) / FRCS (Glasg) / FRCSI / aFRCS / FRACS / MRCP (UK) / MRCP (London, Edin, Glas or Ire) / FRCP (London, Edin, Glas or Ire) / FRACP / FRCS (Edin) / MRCSEd(A&E) / MFAEM / FFAEM / FACEM / ABEM / FRCEM / FRCPC (Emergency Medicine)
ANA	Complete 3 years' training	IFE / FANZCA Primary Examination / Primary FRCA Examination / MCAI (Obtained before 31 December 2019) / Primary M.Med (Anaesthesiology) Examination (Obtained before 31 December 2019)
ENT	MHKICBSC Part 1 / Intercollegiate MRCS Part 1 Exam taken in UK in or before April 2008	MHKICBSC Part 3 and selected for Higher Training
Family Medicine	Complete 3 years' training	Clinical Examination of the Conjoint (or International Conjoint) HKCFP / RACGP Fellowship Examination
Intensive Care (Ana) / (Med)	Complete 3 years' training / MRCP Part I	<u>ANA</u> IFE / Part I / CICM Primary Examination / FANZCA Primary Examination / Primary FRCA Examination / MCAI (Obtained before 31 December 2019) / Primary M.Med (Anaesthesiology) Examination (Obtained before 31 December 2019) <u>MED</u> MRCP Part II PACES / MRCP (UK)
Medicine	MRCP Part I	MRCP Part II PACES
Neurosurgery	MHKICBSC Part 1	MHKICBSC Part 3 and selected for Higher Training
Obstetrics & Gynaecology	MRCOG Part I	HKCOG SOE
Ophthalmology	FCOphthHK Part A	FCOphthHK Part B
Orthopaedics & Traumatology	MHKICBSC Part 1	MHKICBSC Part 3 and selected for Higher Training
Paediatrics	MRCPCH Foundation of Practice Examination / MRCPCH Theory and Science Examination / MRCPCH Applied knowledge in Practice Examination (passing one out of the three written papers)	Intermediate examination of Hong Kong College of Paediatricians / MRCPCH Clinical Exam / MRCP (Ireland) (Medicine of Childhood)
Pathology	Complete 3 years' training	MHKCPath
Psychiatry	HKCPsych Part I	HKCPsych Part II Exam / FRANZCP / CCT in Psychiatry UK / DABPscNeur(Psyc) / FRCPC(Psychiatry)
Surgery	MHKICBSC Part 1	MHKICBSC Part 3 and selected for Higher Training
For Clinical Oncology, Radiology and Nuclear Medicine		
Specialties	Examinations / Training Levels to be attained <i>before the end of Year 3</i>	Examinations / Training Levels to be attained <i>before the end of Year 7</i>
Clinical Oncology	First FRCR	Joint Final FRCR / FHKCR Part B
Radiology and Nuclear Medicine	<u>Radiology</u> First FRCR	Joint Final FRCR / FHKCR Part B
	<u>Nuclear Medicine</u> First FHKCR	Final FHKCR

Remuneration Package of Newly Recruited Resident Trainees

1.	Duration of Employment	One-off 9-year training contract of which continuation is conditional on satisfactory performance and achievement of specific career milestones
2.	Pay	HK\$77,959 to HK\$155,089 (as at 24/25 level) per month (including Monthly Allowance). (Salary to be offered will commensurate with relevant experience and qualification, if any, of the doctors concerned.)
3.	Housing Benefits	May opt for: <ul style="list-style-type: none"> Retaining eligibility to apply for staff loan (or interest subsidy if applicable) under HA's Home Loan Interest Subsidy Scheme (HLISS) after at least 3 years of service (year of service will be counted as qualifying service for HLISS); or 5% allowance in lieu of HLISS (year of service will not be counted as qualifying service for HLISS).
4.	HA Mandatory Provident Fund	HA will make a monthly employer mandatory contribution for each contract employee at the statutory contribution rate (i.e. 5% of the employee's monthly relevant income or \$1,500, whichever is the less, subject to any statutory revision). Employees are responsible to make their own employee mandatory contributions at the same rate.
5.	Gratuity	Contract gratuity of up to 15% of total basic salary (after deducting the contribution of Mandatory Provident Fund by Hospital Authority) will be released every 3 years subject to satisfactory performance.
6.	Annual Leave	25 days per year
7.	Sick Leave	<ul style="list-style-type: none"> 38 days full pay sick leave for the 1st year of service 48 days full pay sick leave from the 2nd year of service onwards May accumulate up to a maximum of 182 days full pay sick leave. Further sick leave on half pay of the same order of entitlement may be granted
8.	Maternity Leave	<ul style="list-style-type: none"> Employees with not less than 40 weeks of service prior to commencement of maternity leave are entitled to a maximum of 14 weeks maternity leave on a full pay basis.
9.	Paternity Leave	<ul style="list-style-type: none"> Employees with not less than 40 weeks of service prior to commencement of paternity leave are entitled to a maximum of 5 days paternity leave on a full pay basis.
10.	Medical Benefits	<ul style="list-style-type: none"> Free outpatient and hospitalization benefits for the employees and eligible family members.
11.	Dental Benefits	<ul style="list-style-type: none"> Dental benefits provided for the employees and eligible family members depending on the band and pay scale of the employee.
12.	Death Benefits	(a) 12 x monthly basic salary; or (b) amount of accrued gratuity plus HA's employer mandatory contributions during contract period, whichever is greater.
13.	Disability Benefits	Payment of accrued benefits plus either : (a) monthly basic salary x (1/3 x months of total contract period)* or (b) a lump sum equal to 50% of basic salary plus monthly allowance and reduced gratuity for remaining contract period, whichever is greater. <i>* up to a maximum of 12 months</i>
14.	Employees' Compensation	Compensation is generally same as Employees' Compensation Ordinance except that sick leave arising out of injuries at work is granted on a full pay basis.
15.	Professional Indemnity	Provided for medical, nursing and allied health staff
16.	Disciplinary Protection Insurance	Provided for clinical and non-clinical professionals
17.	Marriage Leave	Maximum 3 days to cater for staff's family needs arising from his/her own marriage
18.	Compassionate Leave	Maximum 3 days to cater for staff's family needs arising from bereavement of an immediate family member